

REPORT ON FACULTY TURNOVER IN THE UW SYSTEM

EXECUTIVE SUMMARY

BACKGROUND

This report provides information on the numbers and percentages of faculty separating from employment at each UW System institution for fiscal years 2011, 2012, and 2013, commonly called turnover. The report categorizes employee separations (“turnover”) into those faculty retiring and those resigning for other reasons.

REQUESTED ACTION

This report is for information only.

DISCUSSION

Overall Faculty Turnover

- Annual faculty turnover across the UW System ranged from 5.4% to 7.2% during the period FY11-FY13, averaging 6.2%.
- Annual turnover at each UW institution ranged from 3.3% to 12.4% over the FY11-FY13 period.
- Average turnover for tenured faculty is 6.2% and 6.0% for probationary (tenure track) faculty for the period FY11-FY13.
- Annual turnover for tenured faculty at each UW institution ranged from 2.6% to 19.3% over the FY11-FY13.
- Annual turnover for probationary (tenure track) faculty at each UW institution ranged from 1.8% to 15.8% over the FY11-FY13 period.

Turnover Due to Retirements

- Annual retirements across the UW System ranged from 2.7% to 4.8% during the period FY11-FY13, averaging 3.4%.
- Of the 657 retirements over the FY11-FY13 time period, all were tenured faculty.

Turnover Due to Resignations

- Annual faculty resignations across the UW System ranged from 2.3% to 2.9% during the period FY11-FY13, averaging 2.6% each year.
- Of the 491 resignations over the FY11-FY13 time period, 185 (37.7%) were tenured faculty and 306 (62.3%) were probationary (tenure track) faculty.

RELATED REGENT POLICIES

None

		NUMBER OF FACULTY LEAVING UW INSTITUTIONS IN FISCAL YEARS 2011, 2012, AND 2013																				
		FY 2011				FY 2012				FY 2013				FY 2011, FY 2012 and FY 2013								
		NUMBER OF FACULTY WHO LEFT	PERCENT	RETIRED	RESIGNED	NON-RENEWED	NUMBER OF FACULTY WHO LEFT	PERCENT	RETIRED	RESIGNED	NON-RENEWED	NUMBER OF FACULTY WHO LEFT	PERCENT	RETIRED	RESIGNED	NON-RENEWED	NUMBER OF FACULTY WHO LEFT	PERCENT	RETIRED	RESIGNED	NON-RENEWED	
MSN																						
Tenured		1,659	7.59%	103	23		1,600	3.31%	29	24		1,628	4.61%	51	24		254	5.17%	183	71	0	
Probationary		432	5.09%	21	1		444	3.83%	15	2		473	5.07%	28	22		63	4.66%	0	58	5	
TOTAL		2,091	7.08%	103	44		2,044	3.42%	29	39		2,101	4.71%	51	46		317	5.07%	183	129	5	
MIL																						
Tenured		622	8.04%	40	10		618	5.18%	21	11		615	4.88%	19	11		112	6.03%	80	32	0	
Probationary		237	3.80%	7	2		241	6.22%	11	4		228	6.14%	14	10		38	5.39%	0	28	10	
TOTAL		859	6.87%	40	17		859	5.47%	21	22		843	5.22%	19	21		150	5.85%	80	60	10	
EAU																						
Tenured		266	7.52%	19	1		261	6.13%	14	2		262	7.25%	17	2		55	6.97%	50	5	0	
Probationary		110	4.55%	5	5		134	3.73%	5	5		146	6.16%	9	9		19	4.81%	0	19	0	
TOTAL		376	6.63%	19	6		395	5.32%	14	7		408	6.86%	17	11		74	6.28%	50	24	0	
GBY																						
Tenured		111	6.31%	7			111	5.41%	5	1		110	3.64%	1	3		17	5.12%	13	4	0	
Probationary		54	5.56%	3	3		52	5.77%	5	4		48	10.42%	4	1		11	7.25%	0	10	1	
TOTAL		165	6.06%	7	3		163	5.52%	5	4		158	5.70%	1	7		28	5.76%	13	14	1	
LAC																						
Tenured		203	9.85%	19	1		193	6.22%	9	3		194	5.67%	8	3		43	7.25%	36	7	0	
Probationary		125	5.80%	7	7		130	5.38%	7	7		159	4.40%	7	6		21	5.13%	0	20	1	
TOTAL		328	8.23%	19	8		323	5.86%	9	10		353	5.10%	8	9		64	6.40%	36	27	1	
OSH																						
Tenured		238	7.56%	13	5		231	5.63%	13			228	3.51%	6	2		39	5.57%	32	7	0	
Probationary		108	8.33%	8	1		105	8.57%	9	9		99	4.04%	4	4		22	6.98%	0	21	0	
TOTAL		346	7.80%	13	13		336	6.55%	13	9		327	3.67%	6	6		61	6.01%	32	28	1	
PKS																						
Tenured		80	10.00%	7	1		78	2.56%	2			80	5.00%	3	1		14	5.85%	12	2	0	
Probationary		38	13.16%	5	5		42	4.76%	2	1		45	11.11%	4	4		12	9.68%	0	10	2	
TOTAL		118	11.02%	7	6		120	3.35%	2	1		125	7.20%	3	5		26	7.18%	12	12	2	
PLT																						
Tenured		166	4.82%	7	1		170	5.29%	9			171	3.51%	6			23	4.54%	22	1	0	
Probationary		68	4.41%	3	3		73	4.11%	9	3		70	10.00%	6	6		13	6.17%	0	12	1	
TOTAL		234	4.70%	7	4		243	4.94%	9	3		241	3.59%	6	6		36	5.01%	22	13	1	
RVF																						
Tenured		171	6.33%	11	3		162	6.79%	10	1		162	4.94%	8			30	6.05%	29	1	0	
Probationary		56	5.36%	3	3		52	5.77%	3	3		50	6.00%	3	2		9	5.71%	0	8	1	
TOTAL		227	6.17%	11	3		214	6.34%	10	4		212	5.19%	8	2		39	5.97%	29	9	1	
STP																						
Tenured		211	7.11%	14	1		219	4.57%	7	3		225	9.33%	15	6		46	7.00%	36	10	0	
Probationary		136	5.15%	7	7		117	11.11%	13	13		112	15.18%	17	17		37	10.48%	0	37	0	
TOTAL		347	6.34%	14	8		336	6.85%	7	16		337	11.28%	15	23		83	8.16%	36	47	0	
STO																						
Tenured		168	10.71%	15	3		155	9.05%	9	5		153	11.76%	12	6		50	10.50%	36	14	0	
Probationary		121	4.86%	4	2		120	3.36%	9	8		120	9.17%	9	9		26	7.17%	0	21	3	
TOTAL		289	8.30%	15	7		277	6.30%	9	13		273	10.62%	12	13		76	9.07%	36	35	3	

November 20, 2013		NUMBER OF FACULTY LEAVING UW INSTITUTIONS IN FISCAL YEARS 2011, 2012, AND 2013																	
		FY 2011				FY 2012				FY 2013				FY 2011, FY 2012 and FY 2013					
		NUMBER OF FACULTY WHO LEFT	PERCENT RETIRED	RESIGNED	NON-RENEWED	NUMBER OF FACULTY WHO LEFT	PERCENT RETIRED	RESIGNED	NON-RENEWED	NUMBER OF FACULTY WHO LEFT	PERCENT RETIRED	RESIGNED	NON-RENEWED	NUMBER OF FACULTY WHO LEFT	PERCENT OF FACULTY WHO LEFT	OVER FY11, FY12 AND	RETIRED	RESIGNED	NON-RENEWED
MSN																			
Tenured	1,659	126	7.59%	103	23	1,600	53	3.31%	29	24	1,628	75	4.61%	51	24	254	5.17%	183	71
Probationary	432	22	5.08%	21	1	444	17	3.83%	15	2	473	24	5.07%	22	2	63	4.66%	0	58
TOTAL	2,091	148	7.08%	103	44	2,044	70	3.42%	29	39	2,101	99	4.71%	51	46	317	5.07%	183	129
MIL																			
Tenured	622	50	8.04%	40	10	618	32	5.18%	21	11	615	30	4.88%	19	11	112	6.03%	80	32
Probationary	237	9	3.80%	7	2	241	15	6.22%	11	4	228	14	6.14%	10	4	38	5.39%	0	28
TOTAL	859	59	6.87%	40	17	859	47	5.47%	21	22	843	44	5.22%	19	21	150	5.85%	80	60
EAU																			
Tenured	266	20	7.52%	19	1	261	16	6.13%	14	2	262	19	7.25%	17	2	55	6.97%	50	5
Probationary	110	5	4.55%	5	5	134	5	3.73%	5	5	146	9	6.16%	9	9	19	4.81%	0	19
TOTAL	376	25	6.65%	19	6	395	21	5.32%	14	7	408	28	6.86%	17	11	74	6.28%	50	24
GBY																			
Tenured	111	7	6.31%	7	5	111	6	5.41%	5	1	110	4	3.64%	1	3	17	5.12%	13	4
Probationary	54	3	5.56%	3	3	52	3	5.77%	3	3	48	5	10.42%	4	4	11	7.25%	0	10
TOTAL	165	10	6.06%	7	3	163	9	5.52%	5	4	158	9	5.70%	1	7	28	5.76%	13	14
LAC																			
Tenured	203	20	9.85%	19	1	193	12	6.22%	9	3	194	11	5.67%	8	3	43	7.25%	36	7
Probationary	125	7	5.60%	7	7	130	7	5.38%	7	7	159	7	4.40%	6	6	21	5.13%	0	20
TOTAL	328	27	8.23%	19	8	323	19	5.88%	9	10	353	18	5.10%	8	9	64	6.40%	36	27
OSH																			
Tenured	238	18	7.56%	13	5	231	13	5.63%	13	13	228	8	3.51%	6	2	39	5.57%	32	7
Probationary	108	9	8.33%	8	1	105	9	8.57%	9	9	99	4	4.04%	4	4	22	6.98%	0	21
TOTAL	346	27	7.80%	13	13	336	22	6.55%	13	9	327	12	3.67%	6	6	61	6.01%	32	28
PKS																			
Tenured	80	8	10.00%	7	1	78	2	2.56%	2	2	80	4	5.00%	3	1	14	5.85%	12	2
Probationary	38	5	13.16%	5	5	42	2	4.76%	1	1	45	5	11.11%	4	4	12	9.68%	0	10
TOTAL	118	13	11.02%	7	6	120	4	3.33%	2	1	125	9	7.20%	3	5	26	7.18%	12	12
PLT																			
Tenured	166	8	4.82%	7	1	170	9	5.29%	9	9	171	6	3.51%	6	6	23	4.54%	22	1
Probationary	68	3	4.41%	3	3	73	3	4.11%	3	3	70	7	10.00%	6	1	13	6.17%	0	12
TOTAL	234	11	4.70%	7	4	243	12	4.94%	9	3	241	13	5.39%	6	6	36	5.01%	22	13
RVF																			
Tenured	171	11	6.43%	11	11	162	11	6.78%	10	1	162	8	4.94%	8	8	30	6.05%	29	1
Probationary	56	3	5.36%	3	3	52	3	5.77%	3	3	50	3	6.00%	2	1	9	5.71%	0	8
TOTAL	227	14	6.17%	11	3	214	14	6.54%	10	4	212	11	5.19%	8	2	39	5.97%	29	9

